

**State of Alabama Board of Licensure for Professional Engineers  
and Land Surveyors**

Disciplinary Actions

**April 22, 2005**

Mr. **Robert J. Grafe**, non-licensee, agreed to a Consent Order that required him to cease and desist the practice of identifying himself with the P.E. designation, or any modification or derivative thereof which implies or tends to imply he is a licensed professional engineer in the state of Alabama, until such time as he receives a license to practice engineering from this Board. Mr. Grafe further agreed to pay a civil penalty of \$500.00 to the State of Alabama General Fund, to pay \$261.17 to the Board for administrative cost of this investigation and this matter would be public record.

Mr. **William Echols**, non-licensee, agreed to a Consent Order that required him to cease and desist the practice or offer to practice of land surveying in the state of Alabama until such time as he receives a license to practice land surveying from this Board. Mr. Echols further agreed to pay a civil penalty of \$1,000.00 to the State of Alabama General Fund, to pay \$634.27 to the Board for administrative cost of this investigation and this matter would become public record.

Mr. **John L. Baker**, non-licensee, agreed to a Consent Order that required him to cease and desist the practice or offer to practice of engineering in the state of Alabama until such time as he receives a license to practice engineering and his firm "Crossroads Solutions" obtains a certificate of authorization for engineering from this Board, to pay a civil penalty of \$500.00 to the State of Alabama General Fund, to pay \$278.10 to the Board as administrative cost of this investigation and this matter would become public record.